USAID | INDONESIA
FROM THE AMERICAN PEOPLE

ISSUANCE DATE: December 7, 2005
CLOSING DATE: January 13, 2006
SOLICITATION NO.: Indonesia 06-003

SUBJECT: SOLICITATION FOR U.S. CITIZEN TO SERVE AS SENIOR ENGINEER

The United States Government, represented by the U.S. Agency for International Development (USAID), is seeking applications (Standard Form 171 or OF-612) from U.S. Citizens interested in providing the services described in the attached.

Submission shall be in accordance with the attached information at the place and time specified.

Any questions may be directed to Mr. Dale J. Gredler, Contracting Officer, USAID/Indonesia, who may be reached at FAX No. 62-21-3483-0222, or E-mail: dgredler@usaid.gov.

Applicants should retain for their records copies of all enclosures that accompany their proposals.

Sincerely,

Dale J. Gredler
Contracting Officer

ATTACHMENT 1

1. SOLICITATION NO.: Indonesia 06-003

2. ISSUANCE DATE: December 7, 2005

3. CLOSING DATE/TIME SPECIFIED FOR RECEIPT OF APPLICATIONS: January 13, 2006, at 3:00 p.m. Jakarta Time

4. POSITION TITLE: Senior Engineer. The applicant must be a U.S. Citizen.

5. SALARY RANGE: $89,625 - $116,517 per annum

6. PERIOD OF PERFORMANCE: The position is for two years with an option to extend for additional periods if and as needed for construction-related purposes and as may be required by USAID.

7. PLACE OF PERFORMANCE: Aceh, Indonesia (Jakarta-based with extended, frequent TDYs to Aceh)

8. POSITION TITLE OF DIRECT SUPERVISOR:
The Senior Engineer will work under the general supervision and policy guidance of the Director of the Aceh Reconstruction Infrastructure Unit.

I. INTRODUCTION

On December 26, 2004 the largest earthquake to strike since 1964 caused a devastating tsunami that has killed over several hundred thousand people in South and Southeast Asia. The 9.0 magnitude quake occurred off the Sumatra coast of Indonesia, triggering tsunamis that caused massive flooding, damage and loss of life in the coastal communities of the region. Hardest hit were the Indonesian provinces of Aceh and North Sumatra, where an estimated 174,000 people were killed, over 500,000 displaced. 67,000 refugees currently live in temporary camps. Critical basic infrastructure (water supply and sanitation, housing, roads and bridges, hospitals and schools), telecommunications, and power utilities were left in ruin (Western Coastal Region) or were severely damaged (Banda Aceh and Eastern Coastal Region). The Western Coastal region sustained the most significant damage, resulting in a total loss of both public and private sector assets along most of the coast. The extent of the devastation is such that cleanup efforts alone are expected to take 6-12 months. Fifty percent of schools have been destroyed or damaged and 1,000 teachers are dead or missing. Over two-thirds of the local governments have been affected by the disaster and over half are non-functioning according to Indonesia's Ministry of Home Affairs.

Of the six major roads in the affected area, the national coastal road from Banda Aceh to Meulaboh is damaged for much of its length and 110 or 60% of the bridges destroyed. The road is impassable over most of its length, which restricted relief efforts and makes ground surveys impractical. Urban roads in Cities of Banda Aceh and Meulaboh are extensively damaged as well. There have been several after shocks and new earthquakes in the area. One of the most recent earthquakes hit Nias Island and caused extensive damage to infrastructures including, roads in two locations at the north and southwest section of the island. Current reports do not include damage specific to the earthquake.

In support of the United States Government's (USG) proposed assistance plan for the Tsunami affected areas, USAID is currently evaluating signature infrastructure projects in Indonesia and Sri Lanka. In Indonesia, a permanent road from Banda Aceh to Meulaboh is identified as one of the signature projects for the Province. In addition, other infrastructure projects are being considered under this assistance plan. Other public work projects, facilitated by an improved road from Banda Aceh to Meulaboh, will provide an opportunity to immediately increase income through employment, and purchase of materials, supplies, and services. Implementation of construction projects offers the opportunity to develop local capacity to continue to meet local needs and generate future income and employment. Wherever possible therefore, local materials, supplies, and labor should be used.

A preliminary assessment for reconstruction of a permanent road from Banda Aceh to Meulaboh (BAM) was conducted with assistance from the U.S. Army Corps of Engineers on February – March, 2005. Initial activities for reconstruction of this road are underway. The Environmental Assessment is expected to be completed by end of November 2005. USAID has awarded a contract to a U.S. Architect and Engineer (A&E) firm for design and construction supervision for this road. An Indonesian firm has been contracted to rehabilitate and maintain 80 kilometers of road, in addition to designing and constructing 20 kilometers of road where the existing road is no longer operable between Banda Aceh and Lamno. The rehabilitation has been completed; construction is expected to start on the 20 kilometers in December 2005. The estimated cost for the entire 240 km road project is $245 million.

To manage the implementation of USAID's infrastructure activities in the provinces of Aceh Nangroe Darussalam (NAD) and Nias Island in North Sumatra, USAID/Indonesia has established the Aceh Reconstruction Infrastructure Unit. This team is led by a USPSC engineer/director of the infrastructure unit and staffed by an Indonesian engineer, a senior engineer (the incumbent) and short-term consultancies by the U.S. Army Corps of Engineers (USACE). The Aceh Reconstruction Infrastructure Unit ensures that USAID Indonesia's strategic objective teams and Aceh Reconstruction Office have the necessary engineering services available for managing large and small-scale infrastructure projects (e.g., building structures and facilities such as roads, bridges, small harbors, and water and sewage systems), in the challenging tsunami-stricken environment. The senior engineer is the chief technical advisor for all these reconstruction infrastructure efforts. The Infrastructure Unit is the central point for advising teams regarding the management of programs involving architect-engineer (A-E), construction management, and

construction activities, including ensuring adequate designs, setting in place the necessary oversight and contract supervision procedures, and, in general, assisting teams with resolving the many problems which A-E, construction management, and construction programs meet over their project lifecycles. .

The BAM road reconstruction project will be the most significant reconstruction project to be implemented by the USAID in Aceh. USAID/Indonesia is seeking a Senior Engineer to manage the reconstruction of this important road, as well as provide expert advice and engineering services for other infrastructure projects. Successful applicants should demonstrate the ability to plan, direct, and execute development infrastructure engineering design and construction programs of exceptional breadth and complexity The Senior Engineer is recognized as an expert by other experts and his/her work affects the work of other experts. The work involves planning, developing and carrying out vital programs which are essential to the mission and to USG foreign policy objectives. The detailed job description is provided below. The Senior Engineer will report directly to the director of the Aceh Reconstruction Infrastructure Unit.

II. JOB DESCRIPTION

The Senior Engineer will serve as the chief engineering officer on the ground and activity manager for assigned portions of the USAID-financed Aceh reconstruction infrastructure portfolio. S/he will provide overall technical insight into the development and management of A-E, construction management, and construction policies, procedures, contracts, and operational schedules necessary for new systems and functions. The incumbent will perform pre-project planning duties, such as concept development, master integration planning, programming design for projects, cost estimation, and contract review, management, and oversight, taking into account feasibility, costs, economics, assessment and negotiation of change order requests and compliance with relevant portions of the Federal Acquisition Regulations (FAR) and with Agency environmental regulations (CFR 216). S/he, will coordinate with Government of Indonesia on land acquisition issues. The incumbent will represent USAID at high-level meetings with other donors, international NGOs, and the Government of Indonesia (GOI), as well as liaise with local communities. .

The incumbent will provide authoritative technical decisions, advice and consultation to contractors on variables and unknowns affecting planning, coordination, and critical problems with respect to safety, costs, schedule and economics. S/he will initiate investigations to prove or disprove contractor's design criteria and to find solutions to critical problems in design, construction/production, or operation. S/he will Develop and implement standards and assessment tools that eliminate unacceptable results and produce an acceptable level of compliance. Integrates and coordinates the efforts of agency personnel with those of contractors in research, development and engineering. The incumbent will have a far-reaching effect on the work of all Aceh reconstruction engineering activities.

There are at least three main contracts in the BAM road project: (i) contract with an Indonesian firm for design-build of the priority road segments, (ii) contract with U.S. A&E firm for design and construction supervision, and (iii) contract(s) with U.S. construction firm(s) for the construction of the BAM road. The Senior Engineer will serve as the Cognizant Technical Officer (CTO) for the reconstruction of the 240 km Banda Aceh – Meulaboh (BAM) Road contract(s). As CTO, he/she will be responsible to monitor how well the contractor is progressing towards achieving the contract's purpose and will be responsible for providing technical direction to the contractor on behalf of the Contracting Officer, critical to ensuring good contract performance.

The Senior Engineer's responsibilities may also include serving as a Cognizant Technical Officer (CTO) for other smaller infrastructure projects, as per direction from the director of the Aceh Reconstruction Infrastructure Unit.

The Senior Engineer and his/her family will reside in Jakarta; however his/her primary work is in Aceh; therefore a majority of his/her time will be spent in Aceh with minimal time spent in Jakarta for conferences and upward reporting.

III. DUTIES AND RESPONSIBILITIES

The incumbent will have the following duties and responsibilities:

1. Provide advice and guidance to senior management, the Infrastructure Unit and members of the Aceh Tsunami Reconstruction office on alternative approaches to resolve multi-faceted problems that may involve technical engineering, political, environmental, socio-cultural and/or land tenure aspects in order to achieve the Mission's infrastructure development objectives.

2. Initiate contact and provide expert technical advice and direction to contractor professionals. Serve as a senior technical contact. Keep the Contracting Officer informed on progress, proposed contract modifications, validity of claims, analysis of proposals, and assessment of contract time extensions.

3. Initiate corrective action to resolve deficiencies in the contractor's work. Work complexities require the development of alternate solutions to reduce time and costs, versatility and innovation, and short cuts or compromises that are considered risky. Resolve unusual demands caused by extraordinary urgency, safety, or economic restraints. Provide formal evaluation of the contractor's performance on a continuing basis.

4. Serve as the change order specialist on all infrastructure projects in Aceh, responsible for evaluating, negotiating and approving/denying all requests for change in construction scopes of work in accordance with FAR procedures.

5. Serve as the on-the-ground Senior Engineering expert for the USAID financed infrastructure program, including but not limited to supervision of over $175 million in road construction contract(s), including the following: Resolution of engineering problems

   a) Analysis of survey reports, maps, drawings, blueprints, aerial photography and other topographical or geologic data used to plan projects;
   b) Development of solutions to complex project and program issues unresolved by support staff.
   c) Development and management of complex A-E and construction projects and contracts in the Agency, or acting as a subject matter expert in the design of A-E and construction services activities.
   d) Provision of technical advice to industrial and managerial personnel regarding design, construction, or program modifications and structural repairs; and
   e) Analysis of risks associated with natural disasters and the design of structures and services to appropriate standards in order to withstand such disasters;

6. Lead meetings and liaise with senior Government of Indonesia officials, international NGOs and other donor agencies as USAID's primary point of contact on Aceh infrastructure activities.

7. Supervise and provide technical direction to infrastructure contract(s) as CTO, including contract administration and enforcement, procurement of goods and services, project coordination and scheduling, and compliance with USG and USAID regulations

8. Furnish technical expertise for activities including but not limited to: drafting project implementation letters, preparing analytical reports and government expenditure estimates. Prepare and deliver presentations to varying audiences from members of Congress and Cabinet-level officials to Acehnese community groups.

9. Inspect project sites to monitor progress and ensure conformance to design specifications and safety and sanitation standards;

10. Provide financial oversight for over $175 million, including but not limited to: review of payment vouchers, response to audits and assessment of claims.

11. Participate in project implementation unit meetings and other technical meetings as required.

12. Facilitate coordination among donors and implementers of other reconstruction activities and the BAM road project by maintaining regular contact with GOI counterpart agencies, local and international NGOs and communities in order to increase impact of all reconstruction activities along the road corridor.

13. Advise GOI counterpart agencies, contractors and others on the implementation of this technically complex engineering/construction project, including issues of road alignment, design and cost efficiencies.

14. Advise contractors in the development of detailed engineering designs, plans and cost estimates for assigned programs and activities. Review, evaluate, and make professional recommendations concerning the engineering feasibility of plans developed. Analyze and evaluate designs, drawings, specifications, schedules and equipment requirements.

15. Prepare procurement documentation and review technical proposals as necessary, making recommendations regarding engineering accuracy and technical adequacy.

16. Design, develop, and oversee the implementation of environmentally sound solutions to development problems have engineering or construction components.

17. Supervise and coordinate any short-term infrastructure constultancies, including the U.S. Army Corps of Engineers consultants as they provide support to USAID infrastructure activities in Aceh.

18. Monitor adequacy and acceptability of delivery of various goods and services provided under approved activities including construction, equipment installation and training activities through field inspections, reviewing contractor reports, and meetings with project personnel and contractor representatives.

19. Submit status and other reports and memoranda to the Mission management, regarding progress and performance, problems and corrective actions, and general oversight (trip and iste visit reports, and memoranda of conversations). Reports shall be of sufficient scope so as to be useful to USAID in fully monitoring the progress of contract administration and reviewing contractor performance. Where deficiencies are noted, recommends corrective action.

IV. REPORTING RESPONSIBILITES

The Senior Engineer will report directly to the director of the Aceh Reconstruction Infrastructure Unit. The incumbent will be responsible for the preparation of annual work plans and semi-annual reviews of progress on work objectives and trip reports covering purpose, pending issues/actions, and persons met, after each TDY.

V. SUPERVISION RECEIVED

Supervision is provided by the Director of the Aceh Reconstruction Infrastructure Unit; however, the incumbent is expected to be self-directed and exercise a high-level of autonomy.

The incumbent's supervisor will provide guidance in the form of general mission, or policy directions, priorities, and resource constraints. The engineer proceeds to work independently and keeps the supervisor informed of progress in planning, coordinating, and implementing the work and resolving conflicts. Recommendations and decisions of the engineer are accepted as technically sound even though final approval may depend on formal action by high-level management. The engineer has the highest degree of independence in seeking optimum technical or policy solutions to problems in the light of current engineering developments. Completed work is broadly reviewed for adherence to mission or legislative direction and for assurance that broad policy or program objectives are fulfilled

VI. SUPERVISION/OVERSIGHT OF OTHERS

It is anticipated that the person filling this position will have a supervisory role. The position entails supervision of a number of Indonesian professional engineers and administrative staff as well as short-term technical consultants. The reconstruction infrastructure unit will work closely with Government of Indonesia officials and play a lead role in USAID administration of construction activities, with an emphasis on monitoring implementation progress and the performance of the USAID financed Indonesian contractor, and the U.S. construction supervision and construction services contractors. As a Personal Services Contractor, the incumbent does not have the authority to commit the Mission legally or contractually, nor to enter into any agreement for the purchase of good and services.

VII. TERM OF PERFORMANCE

The anticipated contract period for the Senior Engineer position is for two years with an option to extend for additional periods if and as needed for construction-related purposes and as may be required by USAID.

VIII. REQUIRED QUALIFICATIONS

Education:

The candidate should have a strong background in and understanding of international development issues, particularly as they relate to infrastructure development, policy development, and capacity building in developing countries. A bachelor's degree in civil engineering or equivalent discipline is required, with additional degrees or licensing preferred. Registration in the U.S. as a Professional Engineer (P.E.) is preferred. Post graduate training and/or a masters degree in a relevant discipline is desirable.

Experience:

a. A minimum of 10 years of progressively more responsible experience in the following areas is required: construction design, construction supervision, operation and maintenance of large, complex facilities, and/or related project management. Road design and construction experience is preferred and other infrastructure construction is highly desirable.

b. The candidate should have a minimum of 5 years of technical experience managing contracts and grants in foreign countries, preferably in developing or transitional countries. Experience in implementing development programs in Asia is highly desirable;

c. The candidate must have strong technical writing and communication skills. The candidate must be fluent in English.

d. The candidate should possess good personal communication skills and collaborative working style. He/she should have experience working in multilateral development programs, and with professionals and technical experts from other countries;

e. Specific experience in Federal (U.S. Government) construction project management is highly desirable.

f. Knowledge of A-E and construction contracting with in-depth experience negotiating and administering change orders in A-E and construction contracts is highly desirable.

g. Experience in resolving issues related to construction projects is highly desirable.

Knowledge and Abilities:

a. Demonstrated ability to work in a team based environment with senior engineers, supervising complex projects in a large geographic area.

b. Demonstrated ability to provide engineering oversight of large complex construction activities that are implemented under complex social and political conditions by U.S. design/supervision and construction services contractors. Management of federal construction contracts is a plus.

c. Demonstrated analytical and independent decision-making skills in heavy workload/high stress work environments.

d. Knowledge of U.S. Government policies and procedures (i.e. FAR and AIDAR) for technical program monitoring and management.

e. Demonstrated abilities to execute large projects safely and within allocated budget and schedule. Also to manage change, endorse a project and planning for project closure.

f. Demonstrated ability to charter, build and sustain a highly motivated and productive technical team.

g. Demonstrated ability to prepare required reports in proper format and language. And also to communicate with communities on complex and large engineering projects.

h. In addition, to knowledge of Federal construction contracting, knowledge of FIDIC contracting is also desirable.

Language and Communication Skills: Fluent English speaking, reading and writing proficiency is required. Must have demonstrated excellent communication skills. (Knowledge of Bahasa Indonesian not required but is desirable).

Special Skills: Must be proficient in the use of word processing and data management systems and applications, such as Microsoft Project, Microsoft Windows, Word, Excel, Power Point, Internet and email applications. Knowledge of Computer Aided Design and Drafting (CADD), Global Positioning System (GPS), Geographic Information System (GIS), and USAID procedures and regulations is desirable.

Medical and Security Clearance: The selected candidates must be able to obtain medical and security clearances. The dependent of the selected candidate are not authorized to accompany to Aceh, but will be housed in Jakarta.

Administrative/Logistic Support: Aceh is a challenging environment. While stores and restaurants have improved, healthcare services remain very limited..

USAID will provide housing in Jakarta as well as a guest house in Aceh, office space and equipment, an official vehicle and administrative staff (secretary, driver) for the office.

IX. SELECTION CRITERIA

Selection will be based on the following criteria (100 points total).

Applicants who meet the minimum qualifications will be further evaluated based on evaluation factors. Applicants are required to address each of the evaluation criteria on a separate sheet describing specifically and accurately what experience, training, education and/or awards you have received that are relevant to each factor. Be sure to include your name, the last four digits of your social security number and the announcement number at the top of each additional page. Failure to address the minimum qualifications and/or evaluation factors may result in your not receiving credit for all of your pertinent experience, education, training and/or awards.

Evaluation factors will be used to establish a preliminary rating of candidates who meet the minimum qualifications. Highly rated candidates may be asked to submit written responses to a series of questions to further evaluate their written communication skills. Highly rated candidates may be interviewed and reference checks will be conducted, after which time final ratings will be established.

The factors are listed in order of importance from greatest to least. Also, applicants should incorporate their experience in developing countries in their responses to each of the following criteria.

Practical Engineering Experience (35 points): Mastery of and experience in engineering design and construction of physical infrastructure projects. Road construction project experience preferred. Experience in developing countries, post-conflict environments or emergency response situations is preferred. Demonstrated ability to initiate, develop and implement multiple projects simultaneously is preferred.

Construction and Architect-Engineer Project Management (35 points): Mastery of and experience in construction and engineering project and contract management, with experience in acting as the "owner's engineer" for both the public and private sectors preferred, including managing performance-based and incentive-based contracts. Proven ability to manage multiple projects simultaneously is preferred. Proven experience assessing and negotiating change orders for construction and A-E contracts preferred. Experience in developing countries, post-conflict environments, or emergency response situations is preferred.

Engineering Leadership (15 points): Mastery of and experience in applying engineering theories and new developments to problems not amenable to traditional methods, and making decisions focusing on engineering solutions to development problems that are economically, socially, politically, and environmentally sustainable. Experience in developing countries, post-conflict environments or emergency response situations is preferred.

Communication (15 points): Mastery of and experience in oral and written communication to prepare and present analyses, provide guidance, solicit information, defend proposals, and negotiate agreements, especially with people at high levels and in sensitive positions, as well as with customers and stakeholders of infrastructure services from all walks of life.

X. HOW TO APPLY

1. Please send a completed and signed Standard Form 171 or Optional Form 612 with resume containing the following information. Standard Form 171 or Optional Form 612 is available at the USAID website,

http://www.usaid.gov/procurement_bus_opp/procurement/forms/SF171/sf171.pdf or http://inside.usaid.gov/forms/of-612.doc

a) Personal Information: Full name, mailing address (with Zip Code) day and evening phone numbers, social security number, country of citizenship, highest federal civilian grade held (also give job series and dates held);

b) Education: high school name, city and State (Zip code if known) date of diploma or GED, colleges and universities; name city and state (Zip code if known, majors, type and year of any degrees received (if no degree, show total credits earned and indicate whether semester or quarter hours);

c) Work Experience: give the following information for your paid and non paid work experience related to the job for which your are applying (do not send job descriptions); job title (include series and grade if federal job), duties, and accomplishments, employers name and address, supervisor's name and phone number, starting and ending dates (month and year), hours per week, salary. Indicate if we may contact your current supervisor;

d) Other Qualifications: job-related training courses (title & year), job related skills; for example, other languages, computer software /hardware, tools, machinery, typing speed, job related certificates (current only), job-related honors, awards, and special accomplishments, for examples, publications, memberships in professional or honor societies, leadership, activities, public speaking, and performance awards (give dates but do not send documents unless requested).

e) Names, contact numbers, and addresses of three professional references;
f) A written statement certifying the date and length of time for which the candidate is available for the position.

Please ensure coverage of the following in writing if not explicit in the resume, and attach to the cover letter and resume.

XI. MAILING ADDRESS

Interested candidates should send the above information via pouch mail, International mail or hand-carry, to the attention of **Mr. Dale J. Gredler, Contracting Officer**, Office of Procurement, USAID/Indonesia at one of the following addresses:

U.S. MAIL
Office of Procurement
American Embassy Jakarta
Unit 8135 USAID
FPO AP 96520-8135 (allow 2 to 3 weeks for delivery)

INTERNATIONAL MAIL
Office of Procurement
USAID/Indonesia
American Embassy
Jl. Medan Merdeka Selatan No. 3-5
Jakarta 10110, Indonesia (allow 2 to 3 weeks for delivery)

HANDCARRY / DHL
Office of Procurement
USAID/Indonesia
American Embassy
Jl. Medan Merdeka Selatan No. 3-5
Jakarta Pusat, Indonesia

MARKING INSTRUCTIONS:
Clearly mark envelopes containing applications as follows:

SOLICITATION No. Indonesia 06-003
Closing Date: January 13, 2006

XII. CLOSING DATE

Applications must be in the Office of Procurement, USAID/Indonesia, no later than January 13, 2006 at 3:00 pm Jakarta time. For those who send their application by U.S. mail or international mail, applicants may also send application, SF 171 or OF-612 and CV by E-mail attachment to Mr. Dale J. Gredler at dgredler@usaid.gov or Ms. Susilowati at sibrahim@usaid.gov or through fax number (62-21) 3483-0222 to ensure receipt of your application before the closing date. To ensure consideration of applications for the intended position, please reference the solicitation number on your application, and as the subject line in any cover letter.

ATTACHMENT 2

AS A MATTER OF POLICY, AND AS APPROPRIATE, A PSC IS NORMALLY AUTHORIZED THE FOLLOWING BENEFITS (Note: an individual defined as a Resident Hire employee may only be eligible for those benefits listed under item 1. below):

1. BENEFITS
   a. Employee's FICA Contribution
   b. Contribution toward Health & Life Insurance
   c. Pay Comparability Adjustment
   d. Annual Increase

e. Eligibility for Worker's Compensation
f. Annual & Sick Leave

2. ALLOWANCES (if applicable) *
   a. Temporary Lodging Allowance (Section 120)
   b. Housing (Section 130)
   c. Post Allowance (Section 220)
   d. Supplemental Post Allowance (Section 230)
   e. Separate Maintenance Allowance (Section 260)
   f. Education Allowance (Section 270)
   g. Education Travel (Section 280)
   h. Post Differential (Chapter 500)
   i. Payments during Evacuation/Authorized departure (Section 600), and
   j. Danger Pay (Section 650)

LIST OF REQUIRED FORMS FOR PSCs

1. Standard Form 171 or OF-612
**2. Physical Examination (Form DS-1843 and DS-1622)
**3. Questionnaire for Sensitive Positions (for National Security) (SF-86), or
**4. Questionnaire for Non-Sensitive Positions (SF-85)
**5. Finger Print Card (FD-258)

NOTE:

* Standardized Regulations (Government Civilians Foreign Areas)

** The forms listed 2 through 5 shall only be completed upon the advice of the Contracting Officer that an applicant is the successful candidate for the job.